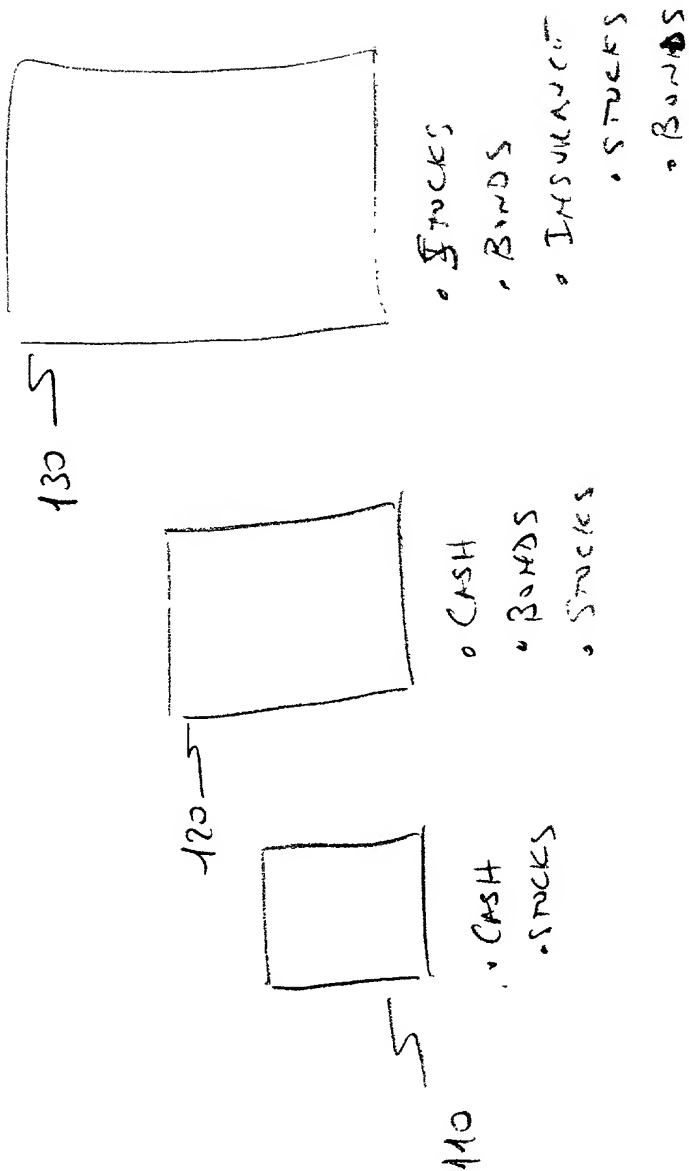


2016-2017 DEFERRED

100



170, 120 = 1

1006120-043402

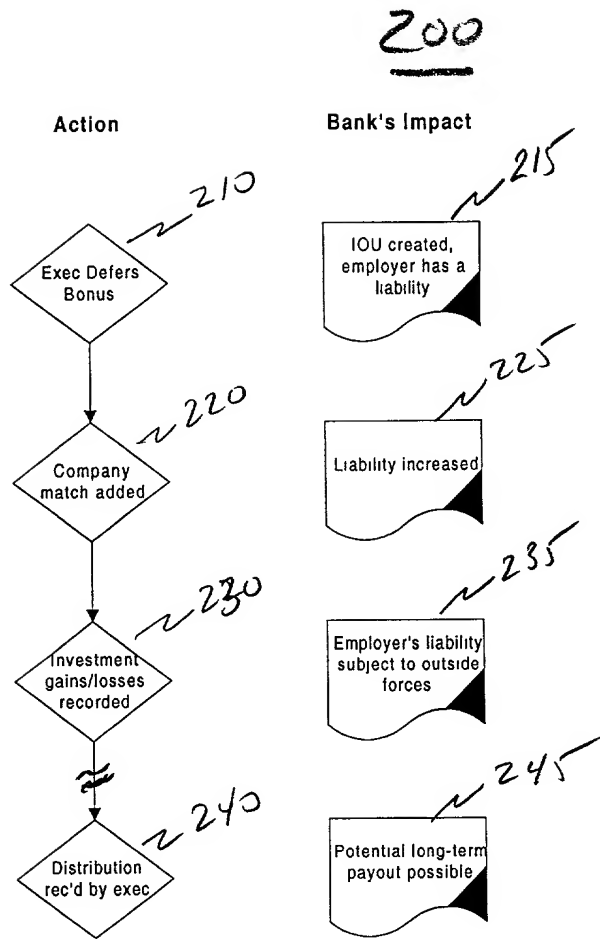


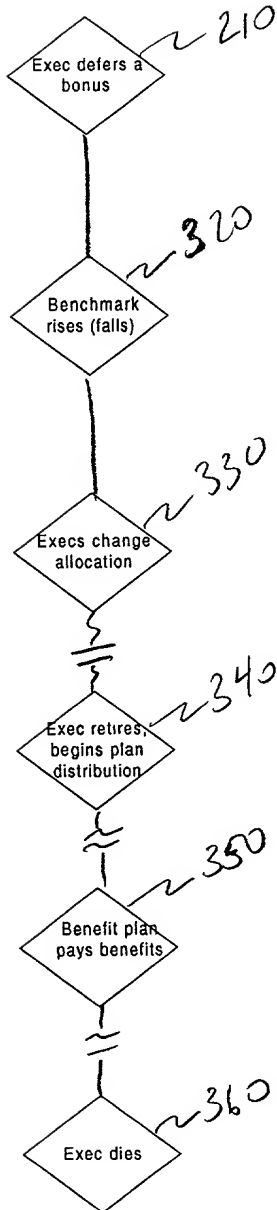
FIGURE 2

300

Action

Impact on Sponsor
/ Employer

id



315
Sponsor needs
accounting and
invest benchmark

325
Sponsor owes
Exec more (less)
money

335
Less stock liability,
possible bank
violation

345
Payments,
valuation, and
cash management

355
Plan Admin
accounts for
distributions

365
Plan Admin
assists with death
claim, settles
accounts

FIGURE 3

400

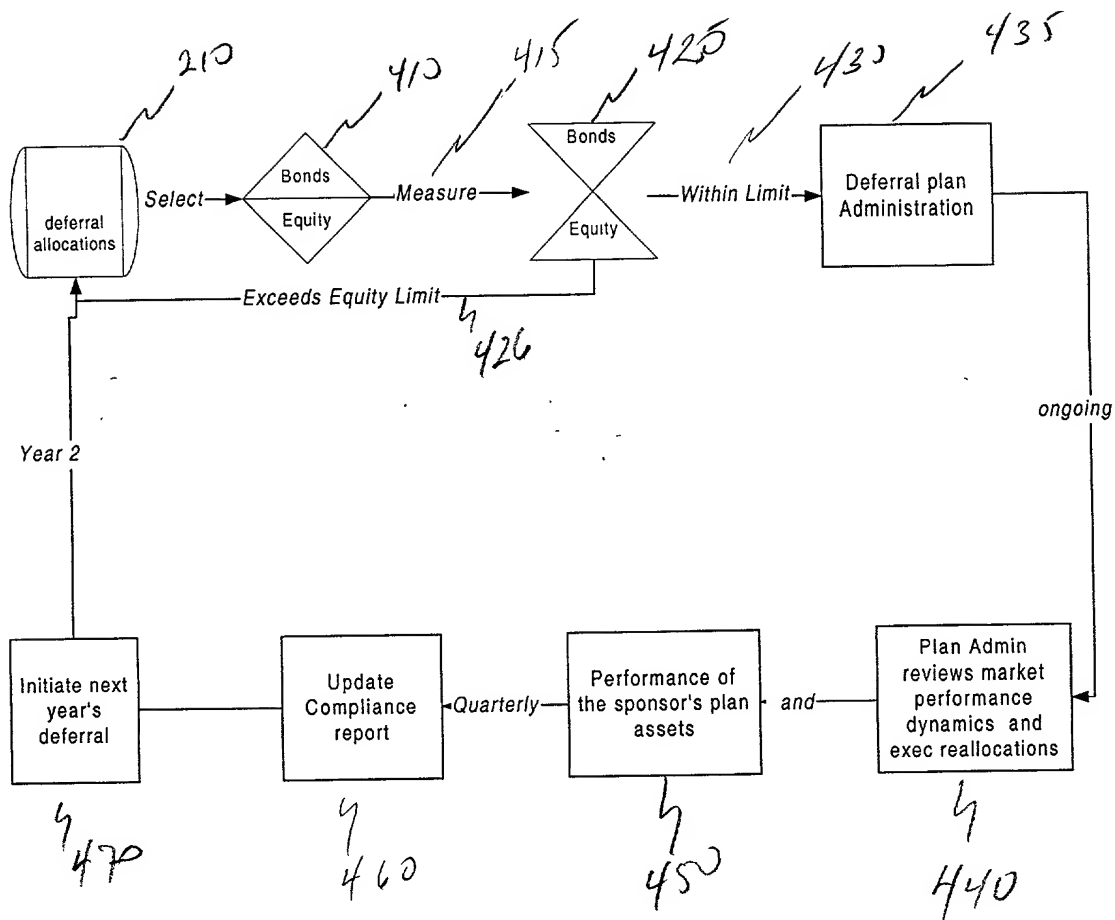
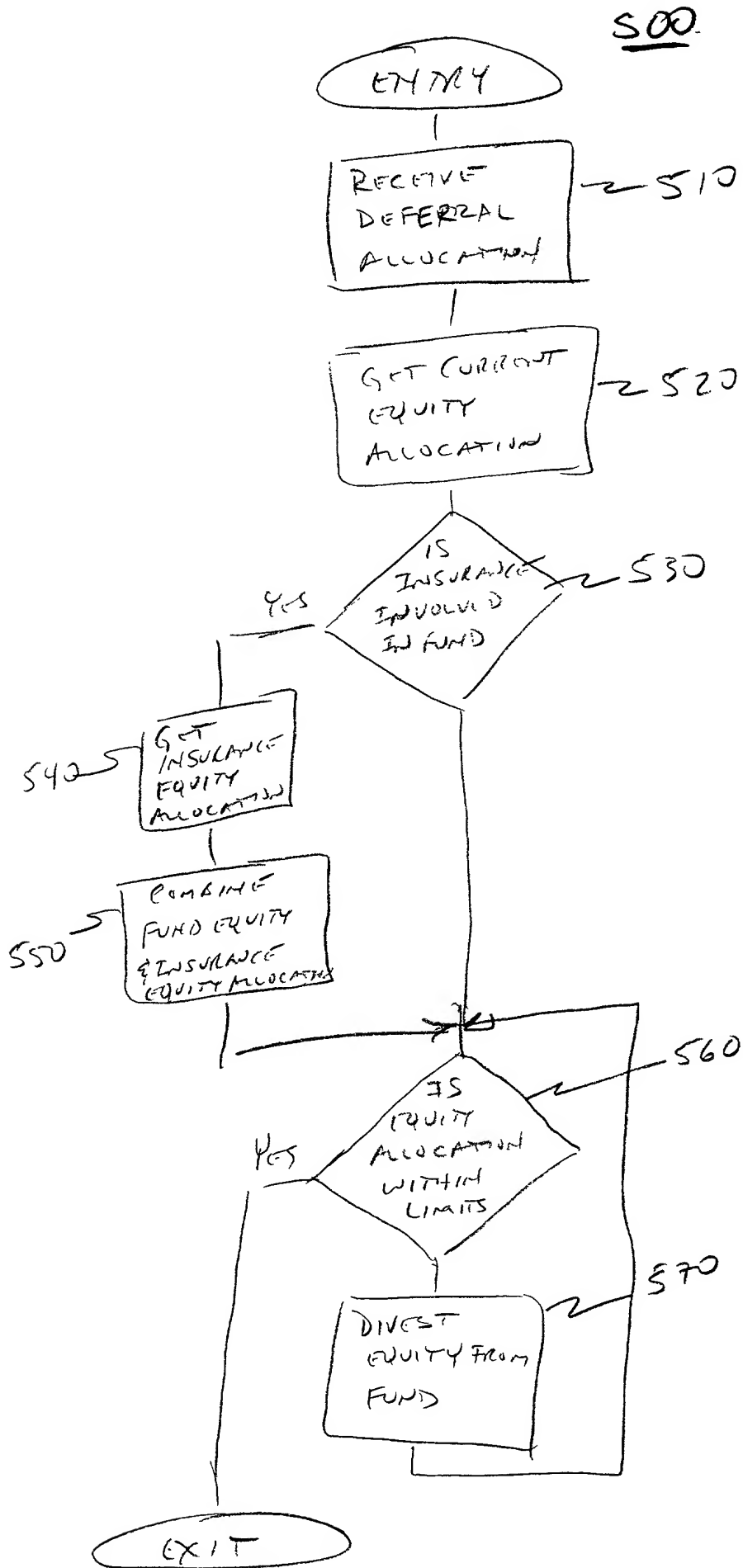


FIGURE 4

10066130.013102
20160229000



600

Compliant
Not Comp

	Total Equity	Large Cap Equity	Small Cap Equity	International Equity	Peer Group Equity
Opening Liability Balances					
NQ Deferred Compensation	11,250,000	8,000,000	2,000,000	250,000	1,000,000
Supplemental Executive Retirement	2,200,000	2,000,000	50,000	50,000	100,000
Total Opening Balance	13,450,000	10,000,000	2,050,000	300,000	1,100,000
Changes in Balances, this period					
New Equity Deferrals	650,000	500,000	100,000	-	50,000
Distributions / Payouts	(3,225,000)	(3,150,000)	-	-	(75,000)
Net Reallocations of Existing Deferrals	67,500	(1,250,000)	1,250,000	-	67,500
Assumed Investment gain (loss)	(2,507,500)	(3,900,000)	1,350,000	-	42,500
Total Change in Balances	10,942,500	6,100,000	3,400,000	300,000	1,142,500
Current Equity Liability Balance					
	10,942,500	6,100,000	3,400,000	300,000	1,142,500
Bank Owned Assets					
Current Value of Mutual Fund Equity Positions	4,275,070.00	2,675,000.00	500,070.00	0.00	1,100,000.00
Current Value of Insurance Investment Equity	2,000,000.00	2,000,000.00		0.00	0.00
VG 01234				25,000.00	0.00
IV 93876	4,275,000.00	4,250,000.00			
Total Hedge Balance (Funds and Insurance)	10,550,070.00	8,925,000.00	500,070.00	25,000.00	1,100,000.00
Is the Equity Hedge Compliant?	Compliant	Not Compliant	Compliant	Compliant	Compliant

Figure 6

Figure 7

